

## **2013-102 AUDIT SCOPE AND OBJECTIVES—Employment Development Department, Military Veterans Employment**

The audit by the California State Auditor will provide independently developed and verified information related to the Employment Development Department's (EDD) efforts to assist veterans in finding employment and will include, but not be limited to, the following:

1. Review and evaluate the laws, rules, and regulations significant to the audit objectives.
2. Identify the roles and responsibilities of the various federal, state, and local agencies in providing employment assistance and job training to veterans. Review and evaluate the type of employment assistance and job training programs offered by EDD and determine which programs are offered exclusively by EDD and those that are offered in partnership with other entities. Identify, for each of these programs, whether they are exclusive to veterans or are open to all Californians, but give preferences to veterans.
3. Determine whether EDD has a strategic plan and evaluate the factors EDD considers in planning, coordinating, and prioritizing its veterans programs. Determine whether it considers the various demographics and projections concerning veterans, federal priority mandates, any innovative interagency initiatives, and any issues or recommendations raised by the California Interagency Council for Veterans in its planning and prioritizing of programs.
4. Review evaluations and audits regarding the effectiveness of EDD's employment assistance and job training programs, if any, and determine what type of oversight exists for EDD's veteran services.
5. Review the overall structure of EDD's veterans programs and, to the extent possible, review the following programs to determine their effectiveness in increasing veteran employment, and assess whether changes are needed to make them more effective:
  - a. One-Stop Career Centers.
  - b. Veterans Employment Representatives—Determine the number of veterans employment representatives statewide, how the positions are funded, and how EDD allocates them in various communities and regions.
  - c. The 24-hour hold on job postings at CalJOBS.
  - d. Veterans' Employment-Related Assistance Program—Determine the grants made under this program and whether EDD monitors the long-term job retention of the veterans assisted by these program grants to measure their cost-effectiveness.

- e. Federal Contractors Job Listing.
  - f. *Honor a Hero, Hire a Vet* job fairs.
6. Determine what, if any, analyses EDD has performed of the unemployment and post-military civilian employment demographics—such as age, gender, disability, and military training and experience—related to veterans and whether EDD uses the analyses in setting program priorities, determining the effectiveness and needed changes, or identifying reasons for changes in unemployment rates for veterans.
  7. Determine whether EDD has identified best practices for translating military training and experience into comparable civilian job skills, or engaged in interagency initiatives that would integrate EDD veteran programs and services with those of other entities.
  8. Review EDD's efforts to identify, measure, and address anti-veteran employment discrimination and whether EDD has found any evidence that employers are reluctant to hire active, currently serving National Guard or federal reserve members.
  9. Identify and assess any other issues that are significant to the EDD's efforts to assist veterans in finding employment.